4: Burgess E-4,5 (1926-1927) 1928 AF12 North China AF12

Tien Chiao (Heaven Bridge) midway on the principal north-to-south thoroughfare in the Southern City. Both the peddlers of vegetables and the representatives of vegetable stores in Peking meet at this market. Those holding the licenses superintend all the weighing of the products and their sale and receive a commission for their services. Frequently the local store representative will buy on credit. In these cases the collecting of the bill is in the hands of these licensed middlemen, who ask a commission for this service also. Membership in this guild is confined entirely to the men having these licenses. 441*

PROFESSIONAL GUILDS

Actors—*Li Yuan Kung Yi Hui* (Pear Garden Public Welfare Association). 467* 536

This name has come down from the Tang Dynasty (A. D. 618–905) from the time when the famous Emperor Ming Hwang (A. D. 847-860) of that Dynasty was the personal patron of the actors. The Pear Garden is the name of the theatre where they originally played. Members of this guild are the actors of the old-style Chinese plays. In recent years they have given not only the ancient plays but also those of a modern type which in general form correspond to the old-style dramas.

Barbers—*Cheng Jung Hang* (Beautify the Face Guild). 467* 305

Composed of the itinerant barbers of the old style who partially shaved the head and gave a haircut suitable to the wearer of the queues; and also of the modern, Western-style barbers that do their work in the ordinary barber shop.

Blind—*San Hwang Hui* (Three Kings Association). 467*

The Three Kings referred to are the symbolic impersonations of the three primary elements of the ancient

4: Burgess E-4, 5 (1926-1927) 1928 AF12 North China AF12

*441 *467 are numerous "taels" used in accounting and the making of payments. These taels all have a different exchange rate when converted into dollars. Trouble over the question of which tael should be used was one of the chief reasons for the establishment of the Peking Fur Gild.[1]

*441 *467 ● 305 [435] The minute regulations of the Peking Barbers Guild give insight into the great care taken to restrict competition and to give to all members an equal chance to have their just share of business.[2] The regulations prescribe that if the regular customer of one shop goes to another shop, an additional charge of ten per cent above the regular guild rate for a haircut or shave must be made. Very strict prohibitions are made against inducing customers to leave one store and come to another. "If an apprentice, who has not graduated according to the terms of his apprenticeship, gives up his work, without good reason, the gild will pay back to his master the cost of his room and board."[3] A storekeeper who has trouble with his workers or apprentices must bring the matter to the guild court before taking it to the public officials.

If an apprentice of one of our shops goes to another of our shops without his teacher's consent, the gild must be informed so that it may send the apprentice back to his master. If, however, the shopkeeper employs the apprentice without telling the gild, he shall be severely fined.

If a member of our gild organizes a new shop, either with his own capital or the capital of some proprietor, he must state to the gild the location of the shop and have it registered in the gild. He must pay to the gild one tael for incense expenses.[4]

[1] Gamble and Burgess, *op. cit.*, pp. 191-1.

[2] *Ibid.*, pp. 431-8.

[3] *Ibid.*, p. 434.

[4] Gamble and Burgess, *op. cit.*, p. 435.

: Burgess E-4, 5 (1926-1927) 1928 AF12 North China AF12

There are also minute regulations regarding the personal behavior of the guildsmen. Managers and workers must not gamble or smoke opium. They must wear clean clothes. and "must not wear the hair so that it hangs upon the shoulders."

The managers and workers must not laugh or make jokes among themselves while they are at work. They must not smoke cigarettes in front of their customers.

The managers and workers must not drink wine during the day, and the eating of onions and garlic is absolutely forbidden by the gild.

The managers and workers must clean the combs and other instruments as soon as they have finished their work.[1]

Our own reports on the guilds in most cases did not give details of their regulations, although several guilds stated that there were written rules. The Leather Stores report these regulations: (1) When an apprentice has finished his three years, the master may send him to a shop to be employed; but if the master does not permit him to be thus employed by the shop, no shop is allowed to engage him. Violation of this rule will be punished by deprivation of membership (2) When workers lose sheets of leather or take them away for sale, other shops are not allowed to buy the leather. Violation of this rule will be punished by a fine of ten times as much as the value of the leather. (3) When the stores of the guild sell leather they must sell it at the standard rate of the Sung Chiang tael. If the tael is reckoned in current Chinese currency, the transaction must be reckoned according to the full market rate of the Chinese dollar. Documents recording such transactions must have the guild seal attached. There will be a fine or 600 coppers ($1.74) for incense money for violation of this rule. (4)

[1] Gamble and Burgess, *op. cit.*, pp. 436-7.

4: Burgess E-4.5 (1926-1927) 1928 AF12 North China AF12

*441 *467 In the gild, questions of price-fixing, wages and hours of labor, were frequently decided by the master although these were also brought out for discussion at general meetings. Today in the labor union, these questions are subjects of public discussion by the members.

Consequently the modern labor union is usually found in modern industries.[1]

4. SOME GUILDS ARE REORGANIZED TO MEET THE CHANGING SOCIAL SITUATION

a. Change in the form of work. We have already noted that carpenters [2] have in recent years learned an entirely new technique of building. Many carpenters can now construct Western-style houses and make furniture of foreign design. In like manner, many iron workers have learned to use Western tools and to make repairs on Western-style machines. The Barbers Guild of Peking for a number of years was discontinued because its members did not understand the art of the Western hair-cut. Many of them have now learned the new technique and now the reorganized guild has among its members both the old-fashioned itinerant barber, who shaves the head and arranges the queue, and also workers in the modern-style barber shops.

[305]

*441 *467 b. Structural differentiation. We have already indicated [3] how the changes in the Rug Guild as the size of the shops enlarged tended to divide the interests of workmen and masters. Recently the Incense and Cosmetic Guild of Peking, in which the employers and employees still belong to the same organization, has instituted the practice of separate meetings for the two groups.[4]

The Incense Burners Guild of Hangchow has started the

[1] Letter from Ta Chen, *cf.* footnote on p. 217.

[2] *Cf.* p. 102.

[3] *Cf.* pp. 167-168.

[4] Gamble and Burgess, *op. cit.*, p. 201.

8: Lin E-5 (1927)1928 AF12 North China AF12

been immediately discharged, when he was discovered violating the rule. 466

Sanitary Work in the Dormitory.—The dormitory is built with an open space before it, so that it gets plenty of sunshine and air. In the dormitory, there are provided a barber shop, a bath room, a toilet room and a laundry room. (1) The furnishings and equipment of the barber shop are provided by the factory. Very reasonable rates are charged for shaves and haircuts. (2) A permit, to be procured from the supervisers, is required for taking bath. In this way, a record is kept by the supervisers of the number of baths taken by the workers. A notice is served to those who entirely neglect bathing. However, on account of the frequent transfer of the bath permits among the workers, negligent cases could not be traced. (3) The toilet room is furnished with hot and cold water pipes. But for lack of repair, the room has unfortunately fallen into disuse. (4) The factory once attempted to employ laundry men for the workers, but they were not patronized; and in order to save laundry expenses, the workers prefer to wash their own clothing in the laundry rooms provided by the factory. 466 305 466 515

The Hospital.—In its early days, the Chiu Ta Factory had only a small number of workers, for whom medical services were scarcely needed. The few cases which needed treatment were taken care of by the Peking-Mukden Railway Hospital, which was paid by the factory. It was soon felt that this arrangement was not satisfactory, when the number of workers had increased. So in 1924, a hospital was established under the joint auspices of the factory and the Pacific Alkali Works. There are in this hospital five wards which accommodate 24 patients. The medical service is rendered free of charge to members of the administrative staff and the workmen of the two factories. The hospital is in charge of a physician, a graduate from a medical college in Japan. He has on his staff two assistants and one junior clerk. The running expenses of the hospital are about $5,000 a year. 466 743

In addition to the usual medical service, the hospital is also